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Inside APHIS

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APHIS Celebrates Its Silver Anniversary

By Larry Mark, LPA

Deputy Secretary Richard Rominger, Deputy Assistant Secretary for Marketing and Regulatory Programs Shirley Watkins, APHIS Administrator Terry Medley, four former APHIS administrators, and a crowd filling the headquarters conference center in Riverdale, MD, celebrated APHIS' 25th birthday on April 2.

Dr. Frank Mulhern, APHIS' first administrator, served as master of ceremonies for the celebration, while former administrators Dr. Jim Glosser and Dr. Harry Mussman awarded length-of-service certificates to employees with 20 or more years employment with APHIS. Certificates were made for approximately 600 eligible field and headquarters employees. Dr. Lonnie King, APHIS' former administrator, performed the ceremonial cake-cutting honors.

Because of APHIS' success in protecting U.S. agriculture, "plant and animal industries in the United States are thriving as never before," Watkins said in her remarks. "We can see this in the recordbreaking \$55 billion value of export markets for U.S. agricultural goods," she continued. "We can also see it in APHIS' success in combating and excluding serious agricultural diseases."

Rominger recalled APHIS' early efforts to combat exotic Newcastle disease and Medflies in California; cited the agency's recent successes in excluding bovine spongiform encephalopathy (BSE); and in the tremendous progress made in eradicating brucellosis, conducting agricultural border inspections, enforcing the Animal Welfare Act, and helping clear the path for stronger U.S. exports.

"Your hard work has not gone unnoticed by Secretary Glickman, by myself, and by all your USDA colleagues,"

Rominger said. "You're appreciated for the quality of work you do, and for how you work."

Medley pointed to a wide range of accomplishments over the past 25 years, ranging from licensing of genetically engineered vaccines, to boll weevil eradication, to the development of innovative, nonlethal methods to reduce wildlife damage. He emphasized the importance of becoming "One APHIS—a place where lines between the field and headquarters are blurred and where all employees put the agency's overall mission to protect U.S. agriculture ahead of each individual program's self-interest."

Medley concluded by thanking employees for their efforts to make APHIS a better agency. "I look forward to working together with you to meet the challenges we will face in the years ahead," he said.

Assisting Drs. Mussman and Glosser in presenting the length-of-service certificates were Rosemary Stanko and Bob

Brittingham, former PPQ employees representing the APHIS Alumni Organization.

The highlight of the ceremony was a video, "Greetings from the Field: Meeting Challenges by Working



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IS Employees Attend Cultural Awareness Course On Chile

By Beth Jones, LPA

Chile has come into the limelight recently after signing a bilateral agreement with Canada and President Clinton's request that Congress pass "fast-track" legislation to allow Chile's ascension into the North American Free Trade Agreement (NAFTA). As a result, negotiating officials in both Canada and the United States are interested in learning more about the culture of this Latin American country.

"It's mutually beneficial to both countries to be prepared," said Mary Neal, Director of International Services' (IS) Operational Support unit, speaking of Canada and the United States. "We are definitely in this together as neighboring trading partners. We need to learn all we can about fostering better working relationships with Chile."

On March 25-27, Neal and Eric Nichols, a Policy Analyst on IS' Trade Support Team, traveled to Quebec, Canada, to attend a Canadian-sponsored course, "Chilean Cultural Awareness," to learn about the culture and history.

"Some of the things we learned included how the country is set up governmentally, how Chilean officials traditionally negotiate agreements, and how socio-economic factors impact Chile's response to Canadian or U.S. negotiations," Neal said.

"I found the course beneficial for several reasons," said Nichols. "The intimate setting allowed us to foster better relationships with our

Canadian counterparts and enabled us to work together to understand how we can use existing relationships to better our negotiating skills."

Nichols also stressed the importance of developing a sensitivity to another country's issues and cultural practices in order to conduct successful negotiations. "Other countries often place more importance or greater value on non-verbal communication or other cultural practices than we do in the United States. We need to remember that, while the scientific or technical aspects of negotiations are important, it is equally important to acknowledge and respect different cultural norms and practices."

"Even if Chile isn't allowed under the NAFTA free-trade umbrella, we learned skills that will assist us in future routine bilateral negotiations," concluded Neal.

APHIS' Organizational and Professional Development (OPD) staff has, for the last several years, offered its own cultural awareness courses to APHIS employees, as well as employees with the Agricultural Marketing Service, the Food Safety and Inspection Service, the Foreign Agricultural Service and, the Grain Inspection, Packers and Stockyards Administration. APHIS and Agriculture Canada officials have attended each other's cultural awareness courses on several occasions. The previous course attendees agree that these exchanges are mutually beneficial.

"The intercultural awareness courses are among the most important educational opportunities offered by APHIS," said Dan Sheesley, IS Associate Deputy Administrator. "I personally gained valuable insights into how our counterparts view the U.S. Government in general and APHIS in particular. It was extremely useful to employ the intercultural lessons in practice negotiations."

To date, OPD has trained over 250 APHIS employees and has a double session planned for this spring and summer. OPD is also developing a seminar series that will focus on different parts of Europe and the European Union (EU) in preparation of the planned accession of some of central and eastern European countries to the EU.

"The courses we offer have helped raise consciousness and awareness that the cultural context is an important factor," said Sharon Coursey, OPD Director. "And, to be competent and effective in working across national borders, you have to be knowledgeable about others' history, systems, and values."

Coursey advises, "To conduct successful negotiations, you need to be as prepared, skilled, and adept culturally as you are technically and scientifically." ♦

From the Editor

My name is Laura Vasquez and I'm the new editor of Inside APHIS. I'm very excited to be here and to have the opportunity to work with an agency with so many types of programs, and such a challenging vision.

I want to ensure this is the "employees' newsletter," just like USDA is the "people's Department." To be your newsletter, I need not

only your comments and suggestions, but your letters, pictures, and articles. Keep them coming in!

Please call, fax, mail, or e-mail your ideas and submissions to me at the locations to the right. I really look forward to hearing from you.

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APHIS and Sea World Collaborate on Arctic Expedition

By Bill Schu, LPA

What do you need to construct a new wing at Sea World in San Diego, CA, featuring seals, walruses, polar bears, and penguins? Well, first, you need seals, walruses, polar bears, and penguins. Then you need about \$30 million to finance exhibition tanks, secondary tanks, backstage facilities, and a little decor for your new friends and your future visitors.

But, as I discovered on a trip to view some of the construction of the Wild Arctic exhibit, which opened in May 1997, you also need to think about safety enclosures, chemical processing for the water that will go in the tanks, and proper feed storage areas and food processing equipment to keep meals fresh and pest-free until they're devoured.

How does Sea World keep up with all this and still have time to hold 16 performances a day starring Shamu—the Park's signature killer whale—and other assorted orcas, dolphins, sea otters, and sea lions? With a little help from APHIS, that's how.

APHIS' site inspections are more than a guided tour through the ark. Animal Care inspector Dr. Manuel Adviento brings his years of experience in animal care to the table to ensure that future inspections are hardly more exerting than a dip in the dolphin tank. He accomplishes this by making suggestions to Sea World's mammal curator, Dr. Tom Goff, on improvements that can be made during the construction phase to help prevent Animal Welfare Act (AWA) violations before they occur.

Although Dr. Adviento looks closely at the size of each pool and ensures that backstage enclosures are secure, he knows from personal experience that Sea World has long been familiar with APHIS' space requirements, and facility planners have included size specifications for their tanks from the preliminary planning stages. Just as important for Sea World and the care of the animals, are the often overlooked details regarding water quality, food storage, separation of the public, and accessibility to veterinarians.

It's not that Sea World hasn't considered these things. On the

contrary, many months were spent planning the exhibit. It is simply that an APHIS inspector such as Dr. Adviento, who has been involved in the care of animals for more than 14 years, has a unique perspective on complying with the AWA: he's seen many situations where a facility makes a legitimate effort to comply with the act, only to have construction or planning flaws continually cause problems.

On this particular day, for example, Dr. Adviento is reminding Dr. Goff about the advantages of onsite testing of light trout, the main food for polar bears and supplementary snacks for walruses and sea lions, to ensure that the fish are free of parasites. While live trout are inspected before being shipped to Sea World, Dr. Adviento is pointing out the benefits of additional health and safety measures. As it turns out, such parasites may have been involved in the deaths of several polar bears at other facilities in recent years.

" Oftentimes, it's the little things that get overlooked, and then we have problems down the line," Dr. Adviento explains. "If you add the onsite testing equipment, it's just another way of ensuring that your food supply is in accordance with AWA requirements. The nice thing about a facility like Sea World is that we have a very good rapport with them. It's not like, 'what can we do to catch you [in a violation]?' It's more like, 'how can we work together to ensure the safety of your animals.'"

Of course, this is not to say that Dr. Goff is entirely happy to see APHIS' Animal Care inspectors. His busy schedule for the day, which had included staff meetings and

planning sessions for the new arctic facility, had to be rearranged for Dr. Adviento's unanticipated visit.

"It's difficult when you have to drop everything unexpectedly," said Goff. "But that's the nature of the business." Goff added that he understands the need for the unannounced inspections, which is why he doesn't mind so much. "The idea is for APHIS to see how you're



APHIS PHOTO BY BILL SCHU

This killer whale at Sea World in San Diego is one of the many marine mammals APHIS ensures are cared for properly.

operating on a normal business day, not when you're looking your best and everybody is on their toes."

The folks at Sea World in San Diego are rarely caught flat-footed. During Dr. Adviento's inspection, they had a few very minor violations such as recently expired chemicals still on the premises, but on the whole, the facility was up to APHIS' stringent standards. As Dr. Adviento put it, "It's great when you're inspecting facilities that clearly are working hard to provide the best care for their animals. It's always a pleasure to visit facilities like Sea World."

Judging from the smiling faces in the crowd that day, Dr. Adviento's sentiments were shared by all. ♦

International Marketplace

Azerbaijan

Robert Kahrs and Marolo Garcia, VS, with representatives from the Foreign Agricultural Service (FAS) and Food Safety Inspection Service, completed negotiations on export certification conditions that the Azerbaijani Government will require for U.S. poultry meat exports.

Bolivia

Richard Overton, Veterinarian In Charge of the Harry S Truman Animal Import Center (HSTAIC), said that 511 camelids were released from the high-security center near Key West, on April 21, including 430 adult and 62 cria alpacas and 17 adult and 2 cria llamas. These shipments of camelids arrived on January 16 and 20, respectively, from La Paz, Bolivia. VS' Franklin Humphreys from Mississippi, Linda Carpenter from Washington State, and Jack Amen from Idaho, traveled to La Paz to assist with the preembarkation quarantine. VS' Tim Falls from Hawaii, Richard Brewster from Colorado, Eduardo Rossy from Puerto Rico, Gail Pate from Arizona, and John Wilcox from Missouri alternated assisting during the 90-day quarantine in Florida. HSTAIC is now in the process of cleaning up the facility in preparation for the next quarantine.

Chile

A protocol is in place that allows the importation of llamas from Chile that are progeny of legally imported animals from a foot-and-mouth disease-affected country. APHIS' previous protocol excluded Chilean-born progeny of imports.

China

Andrew R. Rhorer, serving as a poultry industry representative on behalf of APHIS, and the U.S. Poultry and Egg Export Council participated in an Office of International Cooperation and Development Scientific and Technical Exchange program for the broiler industry in China. The team consisted of members from the World Agricultural Outlook Board, the Economic Research Service, and FAS. The team completed a very comprehensive evaluation of the broiler chicken industry in

China in an effort to determine possible future growth and its role in the long-term world market.

Chinese officials have approved a work plan and protocol that will allow the entry of table grapes from California. This market is expected to be worth \$50 million annually within a few years.

Following the negotiation of several animal health protocols with China, a shipment of 250 ostriches from Georgia and Alabama is being prepared for export to China. A planeload of 69 purebred cattle also left the United States for China in early April.

In February, Dr. Joan Arnoldi, Deputy Administrator for VS, Dr. Najam Faizi, VS, Ray Miyamoto, APHIS Attache in Beijing, and Chinese representatives met at the University of California at Davis to sign new animal health protocols that will allow the United States to export swine semen and ratite hatching eggs to China. In addition, existing protocols concerning bovine semen and live ratites were renegotiated and signed in order to expedite the exportation of these commodities to China. Finally, a memorandum of understanding (regarding avian influenza testing) was signed that will facilitate the exportation of U.S. poultry and poultry hatching eggs to China.

Italy

Joan Sills, APHIS Attache in Rome, Italy, met with Italy's plant health authorities and representatives of the Italian cut flower and marble industries in the interest of reducing interceptions at U.S. ports. At a follow-up meeting in Riverdale, MD, the industry representatives discussed methods of mitigating the pest risk, including voluntary fumigations prior to shipment.

A proposed rule is being drafted to recognize Italy, with the exception of the island of Sardinia, as free of African swine fever.

Japan

APHIS veterinarians certified the first shipment of salmon eggs to Japan under revised Japanese

regulations. VS' Andrea Morgan guided the discussions, which prevented losing the Japanese market and created a certification protocol that enhances the ability of U.S. producers to export their product.

Mexico

An interstate agreement to repopulate the State of Nuevo León with wild deer and turkey from Texas has been accepted by the governors of both States. VS' Michael David drafted the agreement.

Agriculture Secretary Dan Glickman announced several breakthroughs for U.S.-Mexican agricultural trade resulting from discussions at the Agriculture Working Group of the U.S.-Mexico Binational Commission in Mexico City, on May 5. The U.S. delegation was led by Assistant Secretary for Marketing and Regulatory Programs Mike Dunn. From IS, Drs. Don Luchsinger, Dan Sheesley, and Peter Fernandez represented APHIS. Both countries have taken significant strides toward harmonizing their sanitary and phytosanitary measures.

Panama

The U.S. Embassy there authorized a transfer to post of five APHIS employees needed to begin the screwworm eradication program in Panama. Although permanent transfer will occur later in the summer, all five will begin temporary tours of duty to set up logistics and finalize agreements. John Wyss, IS Regional Director, and Chris Hofman, IS, Deputy Assistant Director, Operational Support, were in Panama last April to mobilize U.S. Army Corps of Engineer resources for site preparation of the plant where sterile screwworm flies will be produced, and access roads constructed.

Russia

PPQ's Mario Rodriguez and U.S. Forest Service's Ann Marie Bartuska traveled to Russia on November 6, 1996, to negotiate a program for monitoring the Asian gypsy moth and other Lymantria

(MARKET continued on Page 5)

PPQ Information Available by FAX

By Chuck Bare, PPQ

Plant Protection and Quarantine (PPQ) has recently initiated a new automated system that allows callers to retrieve information on permits and PPQ programs via their fax machines. Anyone can access this service by dialing (301) 734-3560 from a telephone handset of a fax machine, or from any touch tone telephone.

Currently available information includes permits for genetically engineered organisms, permits for non-genetically engineered organisms, information on PPQ domestic and emergency programs, information on Biological Assessment and Taxonomic Support, and information on port-of-entry programs.

If the call is made from a touch tone telephone, the caller must listen to the instructions given and enter a fax telephone number when indicated. If the caller requires help and needs to speak with someone, he/she will be instructed to press "# 9" and an operator will come on the line to assist.

After dialing the number indicated above, the caller must follow a series of prompts to get into the area he/she wishes. The caller may receive an index of documents available from within that area and is allowed to request up to three documents per telephone call. ♦

Regional Consolidation to Come With the 21st Century

In March, Agriculture Secretary Dan Glickman officially announced the consolidation of 15 regional APHIS offices into two hubs located in Raleigh, NC, and Ft. Collins, CO. The positions directly affected are those on the regional office staffs in 13 cities, and a handful from headquarters, approximately 300 or fewer people overall. APHIS will still maintain a strong presence in field offices.

Plans are for the consolidations to take place over the next 4 years. Employees are expected to move to the eastern hub in Raleigh to the site on NC State University's Centennial Campus from June 1999 to December 1999. APHIS projects employees moving to the GSA multi-departmental site in Ft. Collins 2 years later, from June 2001 to December 2001.

To prepare for the transition to the new hubs, program regional directors have come together to form eastern and western regional boards. They have already begun meeting to discuss and plan the moves and transitions to the new locations and the operations of the hubs in the new collocated environment.

During May and June, employees working on the regional consolidation project (RCP) traveled to current regional offices to brief employees about the moves. The

last preliminary briefing is scheduled for July 2, in Gulfport, MS. By then, all employees whose positions are expected to be impacted will have had the opportunity to get information and personally ask questions of management and staff working on the RCP.

Employees also may call the consolidation hotline at (800) 992-7447 or (301) 734-7824. The outgoing message changes periodically to update callers on new information about the consolidation activities. The caller also has the opportunity to leave a message with questions, comments, or concerns for the consolidation team. An additional option transfers the caller to the RCP office.

The RCP also has an Internet home page and an e-mail address

<http://www.aphis.gov/rcp/rcp@aphis.usda.gov>

Employees may use these methods to send and retrieve information. To help employees access this information, a communications contact has been appointed in each regional office.

Watch for a special edition of Inside APHIS this summer for more information about the transition to consolidated regional hubs. ♦

(MARKET continued from Page 4)

species in the far eastern ports of Russia. The parties signed a memorandum of understanding (MOU) to ensure that vessels entering U.S. waters that previously entered Russian ports are free of Asian gypsy moth and other *Lymantria* species. This MOU,

effective March 1, 1997, was signed by the State Plant Quarantine Service of the Russian Federation, APHIS, and the Forest Service.

South Africa

Animal health requirement issues concerning the exportation of

livestock genetics to South Africa have been resolved. Dr. Najam Faizi, VS, is also attempting to bring a South African veterinary team to the United States for orientation and information sharing. ♦

(25TH continued from Page 1)

Together," which featured home-movie video clips from field employees throughout the country wishing APHIS a happy birthday. "The video set the tone for the ceremony," Medley said. "It really captured the spirit and feel of our One APHIS family." ♦

The complete remarks by Medley, Rominger, and Watkins can be accessed on the Silver Anniversary web page

<http://www.aphis.usda.gov/oa/aphis25f.html>

APHIS Helps Revise International Plant Protection Convention

By Gabrielle Canonico, PPD

As a result of the World Trade Organization (WTO) Agreement on Sanitary and Phytosanitary measures (commonly referred to as the "SPS Agreement"), the international agricultural trade community committed to a new set of agricultural trade rules. Among other things, these rules require signatory countries to base their SPS requirements on international standards whenever possible in order to harmonize animal and plant health import requirements and avoid unjustified requirements that impede trade.

The SPS Agreement (Article 3.4) recognizes three international standard-setting bodies as the official entities for developing health-related standards, guidelines, and recommendations: the Codex Alimentarius for food safety standards, the International Plant Protection Convention (IPPC) for plant health standards, and the Office of International Epizootics for animal health standards. These organizations have gained new importance in determining the character, direction, priorities, and outcomes of SPS requirements. Domestic groups are growing increasingly aware of these organizations and the importance of their activities, resulting in increased interest and expectations concerning the development, establishment, and amendment of international standards, particularly from the standpoint of dispute resolution.

The IPPC, in effect since 1952, is a multilateral treaty that promotes "common and effective action to prevent the spread and introduction of pests of plants and plant products and to promote measures for their control," according to the IPPC Preamble. The treaty is administered by the Food and Agricultural Organization (FAO) of the United Nations. Currently, 106 signatory countries adhere to the provisions of the IPPC.

In 1989, FAO member countries considered the creation of an IPPC Secretariat to coordinate activities for the IPPC and to support the development and administration of international phytosanitary standards under the IPPC as envisioned by the WTO. The IPPC Secretariat, located at FAO headquarters in Rome, Italy, became operational in 1991.

Under the auspices of the IPPC Secretariat, the FAO, Regional Plant Protection Organizations (such as the North American Plant Protection Organization, or NAPPO), and plant protection organizations at the national and regional levels work together to:

- develop international phytosanitary standards;
- promote the harmonization of plant quarantine activities with emerging standards;
- facilitate the dissemination of phytosanitary information;
- support plant health assistance to developing countries; and
- resolve disputes.

The IPPC Secretariat is critical to the development of standards that influence the terms of agricultural trade. No other entity exists with the requisite institutional arrangements, history, membership, and purpose.

The Importance of APHIS Participation in the IPPC

Protecting the health and competitiveness of American agriculture requires APHIS leadership for SPS issues. This necessitates the development, understanding, and application of internationally recognized rules and standards to all APHIS activities.

Given the importance of international standards to future agricultural trade, the technical and regulatory nature of plant health issues covered by the IPPC, and APHIS' scientific expertise and experience in this area, APHIS has assumed the role of lead U.S. agency participating in activities of the IPPC Secretariat. The Code of Federal Regulations (7 CFR 371.2) authorizes APHIS' Plant Protection and Quarantine (PPQ) Deputy Administrator to provide "leadership, direction, and coordination to PPQ programs and activities to protect the Nation's agricultural resources from harmful pests, and to prevent the entry of plant pests and animal diseases into the United States and their spread in foreign commerce" including "the

responsibilities of the United States under the International Plant Protection Convention."

The one-country-one-vote system associated with membership in the IPPC and other standard-setting organizations ensures that U.S. positions will only be as strong as the strategic work done for standard-setting. APHIS has made it a top priority to participate in activities of the IPPC Secretariat, including placing APHIS personnel in IPPC committees, working groups, and executive-level positions. Thus, APHIS is actively participating and positioned to play a strategic and influential role in current and future IPPC standard-setting activities.

The Development of International Phytosanitary Standards

Since 1993, the IPPC Secretariat has organized the development of a number of international phytosanitary standards, including "concept standards" covering broad areas of importance to plant protection and quarantine, "reference standards" that clarify terminology and describe principles, and "specific standards" that are directed toward particular commodities, activities, or issues. The United States has participated directly in each of the IPPC working groups organized to develop the primary drafts for all international phytosanitary standards to date. APHIS experts, in particular, provided direct input into the Code of Conduct for Biocontrol, the Pest Free Area Standard, the Pest Risk Assessment Standard, the draft Survey and Monitoring Standard, the draft Inspection Methodology Standard, the draft Framework for Export Certification, draft Eradication Procedures, four draft Supplemental Standards for Pest Risk Analysis, and a draft standard for Pest Free Premises. In addition, APHIS reviewed and commented on all redrafted standards, suggested new definitions for the FAO Glossary, and developed proposals for modernizing and revising the IPPC in its new role under WTO.

(IPPC continued on Page 7)

Japanese Market Open to U.S. Tomatoes

In April of this year, Japan lifted its ban on imports of 25 varieties of U.S. tomatoes, an action potentially worth \$50 million, according to industry officials. "After several years of negotiating, we were able to sufficiently prove to Japan's Ministry of Agriculture, Forestry and Fisheries that our tomatoes are free of tobacco blue mold and are no threat to their agriculture," said Mike Dunn, Assistant Secretary for Marketing and Regulatory Programs.

During a visit to Japanese wholesale markets in 1995, "Secretary Glickman became personally interested," said Ralph Iwamoto, APHIS Attache to Japan in Tokyo. "We took him to meet a Japanese importer who expressed interest in buying U.S. tomatoes for the fast food industry. When the Secretary and his party were leaving the

market to go to the airport, he walked over to me and said, 'Let's get U.S. tomatoes approved for the Japan market.'" Iwamoto said tomatoes have been a top priority ever since.

Long-running negotiations, tests, and communications intensified between the United States and Japan from February 1996 to March 1997. The final approval came on April 24, 1997. "It was a long process, and a frustrating one at times," said Iwamoto, "but through patience and persistence, we were successful in the end."

Several people in APHIS, the Agriculture Research Service (ARS), and universities contributed to getting U.S. tomatoes approved for the Japanese market:

Hiroko Kani, IS, Tokyo
Michiko Akahira, IS, Tokyo
John Thaw, PPQ, Riverdale
Scott Redlin, PPQ, Riverdale
Rick Yoshimitsu, IS, Riverdale
Mike Guidici Pietro, PPQ, San Francisco
Rob Tanaka, IS, Riverdale
Chuck Havens, PPQ*
Ken Vick, ARS, Beltsville, MD
Harvey Spurr, ARS, Oxford, NC*
Charlie Main, ARS, Oxford, NC
Paul Shoemaker, University of NC, Fletcher, NC
Bob Anderson, Penn State, Lancaster, PA ❖

* retired

(IPPC continued from Page 6)

APHIS Experts Contribute to the Revision of the IPPC Text

The IPPC was amended in 1979 in response to changing plant pest conditions and quarantine concerns. The amendment came into force in 1991 upon ratification by two-thirds of the IPPC signatory countries. However, the current IPPC does not directly recognize SPS principles and obligations. Nor does it discuss the harmonization of phytosanitary measures through standards or the use of standards to ensure against unjustified barriers to trade. In October 1995, IPPC signatory countries agreed to revise the IPPC again in response to changes in global agriculture, including the requirements of the SPS Agreement regarding the development and application of international phytosanitary standards.

The timely update of the Convention is critical to ensure full implementation of the SPS Agreement, and the United States has an interest in moving this process forward. To this end, APHIS stepped up quickly to develop, share, and build support for U.S. positions with input from its domestic and international partners.

At the domestic level, APHIS analysts took a lead collecting, developing, analyzing, and drafting

U.S. negotiating positions on IPPC revision issues and testing those positions with APHIS plant quarantine officials, the NAPPO Industry Advisory Group, the National Plant Board, the grain industry, the Foreign Agricultural Service, the United States Trade Representative (USTR), a Federal interagency group addressing noxious weed issues, and others. APHIS also published a Federal Register notice describing the revision process and inviting public comments on proposed areas for revision.

At the international level, APHIS communicated with Australia, Canada, and New Zealand on IPPC revision issues, sharing positions and establishing common ground. APHIS also met with COSAVE countries (Chile, Argentina, Brazil, and Uruguay) and Canada to share views and identify common objectives for the Western Hemisphere. Building strategic alliances with select foreign delegations is, and will continue to be, a critical strategic step for advancing U.S. positions in IPPC/FAO meetings.

Next Steps for APHIS and Our Trading Partners

The United States considers revision of the IPPC to be a high priority. However, a hastily produced text that does not repre-

sent real improvement over the existing IPPC is not worth supporting. Due to limited time and participants' inability to resolve several key issues, the January 1997 Technical Consultation in Rome did not produce a final revised text to submit to FAO for approval.

As a critical next step, the Committee on Agriculture (COAG, April 7-11, 1997) established an open-ended working group in an attempt to finalize the revision. This working group developed a final text of a revised IPPC to be approved by FAO in Council (June 1997) and Conference (November 1997). FAO adoption of the revised IPPC can occur either by consensus or by a two-thirds vote of FAO members in favor.

APHIS met again with Australia, Canada, and New Zealand in March to further discuss specific points on the IPPC revision and to plan a strategy for advancing of shared positions in the working group. The COSAVE countries and other delegations from the Americas also met with the U.S. delegation prior to the COAG meeting to develop a mutually supportive approach to the issues. ❖

Faces of APHIS



APHIS PHOTOS



APHIS PHOTOS BY LAURA VASQUEZ



We Took Our Kids to Work

Opposite page: Around the country, APHIS employees celebrated another annual "Take Our Children to Work" day, in April. Pictured here are Orlando and Los Angeles APHIS employees and their children. In these and other ports, APHIS held joint activities with other agencies such as the U.S. Customs Service.

Riverdale Gets Fit

This page: On May 21, employees at APHIS headquarters in Riverdale, MD, celebrated Federal Fitness Day with a Fun Run/Walk organized by the USDA Employee Services and Recreation Association (ESRA). Approximately 100 walkers and runners came out to tackle the 3K route.



Environmental Responsibility Awareness Month

By Jack Edmundson, PPD

In addition to celebrating Earth Day and APHIS' 25th Anniversary, April was designated as Environmental Responsibility Awareness Month, in the Agency. (Environmental Responsibility is one of the elements of the APHIS Vision.) The Environmental Responsibility Coordination Team (ERCT) sponsored several activities designed to raise awareness of environmental concerns. Some of the activities that took place at the Riverdale complex included brown bag lunch seminars, poster sessions, and an environmental awareness walk.

One presentation was about environmental justice—ensuring that projects do not disproportionately affect minority and low-income populations by adverse human health or environmental impacts. This presentation included Dr. Velma Charles-Shannon, USDA, Office of Civil Rights, discussing USDA's implementation initiatives. David Bergsten, Environmental Analysis and Documentation Staff, PPD, described how environmental justice was used in the boll weevil eradication program in the Rio Grande Valley. A newly produced video on environmental justice, which may form the core of a new APHIS training course was also shown, and should soon be available for use agency-wide.

Other featured programs at various events were ADC's "Living With Wildlife" campaign, IS' Moscamed (Spanish for Mediterranean Fruit Fly) program, PPQ's monitoring activities, the wolf reintroduction program with the Fish and Wildlife Service, and the joint VS and Agricultural Research Service project on cattle pesticide dipping.

ERCT also offered colorful "Living in Harmony With the Environment" T-shirts for sale as a way to personally involve members of the APHIS family. They sold 729 T-shirts, generating \$683 in profits, which will be donated to one of APHIS' adopted schools to buy science equipment. ♦



APHIS PHOTO



Above:
The ERCT presents the "Living in Harmony With the Environment" T-shirt to APHIS Administrator Terry Medley.

Left:
The ERCT sold 729 T-shirts with this artwork. Profits will be donated to one of APHIS' adopted schools to buy science equipment.

Congratulations!

Congratulations to Ray Miyamoto, APHIS Attache in Beijing, for 40 years of service with USDA! Ray's extensive record of achievements even pre-dates APHIS. He started with USDA in the Agricultural Research Service (ARS) Plant Quarantine Division in New York, NY, in 1957. He also worked with ARS in El Paso, TX, in 1957. From 1960 to 1986 he

worked for ARS and APHIS (established in 1972) in Honolulu, HI. He left Honolulu in 1987 to move to Kingston, Jamaica; to Nassau, Bahamas, in 1990; and, Seoul, Korea, in 1992. He's been in Beijing since 1995.

Thanks Ray for your many years of hard work and dedication. ♦

ADC Teams Up Nationally to Remain on the Cutting Edge of Government Accountability

By Ed Curlett, LPA

Once again, APHIS' Animal Damage Control (ADC) program is on the cutting edge of a government-wide initiative designed to make taxpayer services more accountable to the public.

On January 6-9, 1997, a group of 47 people from APHIS, industry stakeholders, oversight agencies, and USDA management came together in Riverdale, MD, to participate in ADC's Government Performance and Results Act (GPRA) meeting.

"We are proud that ADC is one of the six APHIS program line items that were designated as GPRA pilot programs last year," said Bobby Acord, Deputy Administrator for ADC. "This gives us the opportunity to show that ADC is a results-driven program that fulfills its mission."

The GPRA is a law that requires all government programs to be managed based on results achieved. As a GPRA pilot program, ADC must include goal statements and anticipated measurable outcomes for each line item in the fiscal year 1998 budget submission.

"The purpose of the meeting was to continue the process that ADC began in 1996 of identifying outcomes and measures that are now required under GPRA," Acord said. "The process includes setting specific program outcome targets, measuring progress towards those outcomes, and analyzing and using the results to make program improvements."

Several ADC State Directors and researchers have taken on challenges to strengthen the measurements of ADC outcomes.

New Jersey and Pennsylvania State Director Janet Bucknall, and Jerry Belant, Research Wildlife Biologist in Ohio, are working jointly to accurately assess and measure the work ADC is doing to reduce wildlife risks to human safety and aviation property at airports.

In North Dakota, State Director Lou Huffman is working this year

to better assess ADC's impact of the activities carried out to protect sunflower crops.

Even before the GPRA became law ADC was leading the way in government accountability. In 1992, ADC began a strategic planning initiative that led to a futuring process and recommendations. A new vision of ADC's future was crafted as well as general mission and strategy statements. A set of action recommendations was identified that would help move ADC in the direction of its new vision. Subsequently, ADC identified four strategic goals to provide the framework for this effort and to more closely align ADC goals with those of APHIS.

"ADC is more than prepared to meet the requirements of the GPRA," Acord said. "We began a futuring process in 1992 that is

"This gives us the opportunity to show that ADC is a results-driven program that fulfills its mission."

***Bobby Acord
Deputy Administrator, ADC***

helping us meet GPRA requirements in 1997."

This year, all APHIS units must submit the information required by GPRA in their fiscal year 1999 multi-year budget submissions.

Participants in the 3 1/2-day meeting included the ADC Management Team, ADC State Directors, personnel from the ADC National Wildlife Research Center (NWRC), as well as representatives from the American Sheep Industry, International Association of Fish and Wildlife Agencies, and Congressional Appropriations Subcommittee.

Additionally, personnel from APHIS' Legislative and Public Affairs (LPA), Policy and Program Develop-

ment, Information Technology Community, and Management and Budget (M&B) units also attended and took part in the meeting.

Bobby Acord kicked off the meeting by describing the initial progress that ADC has made in identifying measures and outcomes and emphasized the importance of GPRA to all government programs. Mike Dunn, USDA Assistant Secretary of Marketing and Regulatory Programs, then provided his comments to the group regarding customer service, valuing employees, and the importance of involving stakeholders with agency issues.

The GPRA meeting included a panel discussion on January 6 comprised of ADC stakeholders, as well as an internal panel discussion with representation from LPA, M&B, and NWRC. Panel participants discussed how they used information generated by ADC, why it was important to them, and what kinds of additional information they might need that was not currently available.

Following the panel discussion, meeting participants divided into breakout groups and discussed and developed specific performance indicators and measurements for the outcomes relating to ADC's protection of agricultural and natural resources, property, and public health and safety. The information gleaned from the internal and external panelists was critical for ADC to identify the priority program outcomes and measurements.

This was the first of several GPRA meetings scheduled for ADC during 1997. Other work sessions are planned for ADC's regional and State meetings, currently scheduled to occur later in the year. ADC hopes to utilize what it learns this year so that in fiscal year 1998 accurate measures will be in place to assess all program outcomes. ❖

VS Establishes New Center for Veterinary Biologics

By Nancy Clough, VS, Center for Veterinary Biologics-Laboratory, Ames, IA

On October 1, 1996, all three units of APHIS' Veterinary Biologics program came together within Veterinary Services (VS) for the first time since 1988, forming the new Center for Veterinary Biologics (CVB). Previously, two of the units—the licensing staff (now Licensing and Policy Development or CVB-LPD) and field operations (now Inspection and Compliance or CVB-IC)—were part of the Biotechnology, Biologics, and Environmental Protection staff, while the biologics laboratory (now CVB-L) was part of VS' National Veterinary Services Laboratories. It is hoped that the consolidation of these units will increase the public's awareness of the Veterinary Biologics program and allow it to become more user friendly by providing one-stop service to its customers.

How It All Started

The Veterinary Biologics program exists as a result of the Virus-Serum-Toxin Act of 1913, which mandates that veterinary biological products (e.g., vaccines, bacterins, antisera, certain diagnostic kits and immunomodulators) be manufactured and distributed in accordance with USDA regulations. The mission of the program is to ensure that veterinary biologicals in the marketplace are safe, pure, potent, and effective.

In the early days of biologics regulation, USDA employees were stationed at every manufacturing plant to oversee operations. However, in the late 1950's, cases were found in which ineffective and impure products had passed plant inspection. The regulatory emphasis then shifted to product testing conducted by USDA at a central location. For several years in the 1960's, this was the sole method of product monitoring, but this too proved inadequate. The current program combines both testing by the USDA as well as plant inspection, although due to the size and complexity of today's biologics industry, inspection is coordinated from a centralized office. CVB monitors product quality through (1) periodic in-depth inspection and review of facilities, processes, and manufacturer-generated data, and (2) performance evaluation or testing of the final product.

A Closer Look at CVB's Three Units

The three units of CVB perform distinct, but interrelated, functions. CVB-LPD deals primarily with licensure of products and facilities. Manufacturers submit data to demonstrate the suitability of individual products for licensure. CVB-LPD reviews the data and then issues licenses for those products that meet USDA standards. If manufacturers wish to change their manufacturing processes or advertise new uses for their products subsequent to licensure, these changes also must be approved by CVB-LPD. Currently, there are 120 licensed establishments in the United States and exporting countries that produce more than 2,300 different biological products for the U.S. market. CVB-LPD also implements changes in program policy, based on input from all three units.

CVB-IC is responsible for monitoring products and facilities after licensure. This unit controls the release of biological products into the marketplace, ensuring that each batch of products meets all the requirements for purity, safety, and potency prior to release. Last year CVB-IC monitored the release of approximately 64 billion doses of biological products. CVB-IC personnel conduct periodic inspections of every manufacturing establishment, monitoring for compliance with USDA regulations. In addition, CVB-IC receives and investigates consumer complaints.

The primary responsibility of CVB-L is to test biological products for purity, safety, and potency. Products are tested prior to licensure to ensure that the manufacturer is able to produce consistent, quality products. After licensure, individual batches of products are randomly tested to confirm the results of testing that was performed and reported by the manufacturer. If discrepancies occur, the product is not released for sale. In 1996, CVB-L performed more than 2,000 tests to ensure the quality of veterinary biologicals. In addition, scientists at the CVB-L provide reference reagents, assay protocols, and advice to manufacturers for use in their own testing programs. CVB-L personnel aid CVB-LPD by

providing scientific comments on licensing submissions, and they collaborate with CVB-IC on consumer complaint investigations and on resolving testing concerns raised during inspections.

A Unified Approach

One of the goals of combining the units into the CVB is to promote cohesiveness between the units. With separate agency affiliations, separate budgets, and separate physical locations, it was easy for the units to become isolated. As a result of a recent program performance review and the reorganization, a new emphasis on cross-communication and cooperation between the units has been initiated. "I expect with the new unified Center organization and budget, we will focus better on program mission and goals, sharing expertise and resources as needed to best achieve them," says Randall Levings, Director, CVB-L. Coordinated review teams, consisting of personnel from each unit, have been initiated to deal with the intricacies of licensing novel products. Computer upgrades to facilitate electronic transfer of data between units have been implemented. There are plans for CVB-LPD, currently located in Riverdale, MD, to be relocated over the next few years to Ames, IA, where CVB-L and CVB-IC are currently located. A long-term goal for the CVB includes the construction of a new facility that will house all three units under one roof.

A positive aspect of bringing the three units together in CVB is the team management approach. Each unit had its own deputy director or chief prior to the consolidation. Instead of choosing one director as the head of the newly formed CVB, all three will work together as equal partners to provide direction to the program. The CVB Directorate is composed of Drs. Donald Randall (CVB-IC), Randall Levings (CVB-L), and David Espeseth (CVB-LPD). The Directorate reports directly to VS Deputy Administrator Dr. Joan Arnoldi. One member, on a rotating basis, represents CVB at VS management team meetings. When asked about the

(CENTER continued on Page 13)

Dr. Williams Goes to Bosnia

By Tom Cramer, VS

What do you do when you find out they're shipping you off to Bosnia in 10 days?

"You walk around in a daze for a couple of hours," says John Williams, who just recently completed a 7-month tour of duty in Sarajevo.

Williams, formerly the Chief of the Emergency Programs Staff and currently Assistant Director of Veterinary Services' Operational Support Staff, is no stranger to sudden lifestyle changes. An Army reservist since 1978, he was suddenly called into active duty when Operation Desert Storm was launched, and continued with the Desert Storm sequel, Operation Provide Comfort.

"At first I was told I wouldn't be going to Bosnia," says Williams. "Then they changed their minds and told me I was going after all. This was about 10 days before my unit was activated.

"I was basically in a state of shock for a while," says Williams, a lieutenant colonel in the 352nd Civil Affairs Command based in Riverdale. "I had a lot to do, and only a short period of time in which to do it. It's not like I was completely unprepared, though. When you're in the reserves you pretty much have to be in what they call 'a state of readiness' at all times. So I guess I was ready. Just a little surprised, that's all."

The 352nd Civil Affairs Command left for Bosnia in late May and did not return until late December.

Williams, who has been with APHIS for more than 19 years, says switching suddenly from civilian life to Army life isn't too difficult for him in general, but that he sometimes has a hard time adjusting to the abrupt lack of privacy.

"It gets pretty cozy," says Williams. "You're in close quarters, eating with a lot of people, shaving with a lot of people, taking showers with a lot of people; well, you get the picture. At first you're just not used to it. For a while there I was sharing a room with seven people. We finally got it down to five."

Williams says he was usually working too hard, however, to be overly concerned with minor lifestyle adjustments.

"In Bosnia, our mission was basically to help the country get back on its feet. The fighting had stopped by the time we got there, but some areas of the country were pretty well devastated. They needed help in getting their basic infrastructure restored; things like gas, electricity, water, transportation, telecommunications, and other essential services. My specific mission

initially was to concentrate on public health issues, including assistance to refugees and displaced persons, and later, animal health issues.

"Their agricultural industry was also damaged. They lost about 650,000 of their cattle during the war, so they were in desperate need of livestock, especially dairy cattle. I was asked about importing some cattle from the United States and other countries.

"I wasn't directly involved in the cattle negotiations, but I served as kind of an intermediary, a conduit of sorts, between the veterinary officials in Bosnia and the United States, more specifically, VS' Andrea Morgan of the National Center for Import and Export. I helped to relay information to keep the channels open, to more or less keep the lines of communication working. It looks as though things may work out in that area, and that the United States could begin

exporting cattle to Bosnia in the future. It's a little too early to tell, but it appears to be looking pretty good."

Williams says he and his fellow reservists were putting in 12-hour days, 7 days a week in their efforts to get the war-torn country back on its feet but that all the hard work was worth it.

"The difference was like night and day," Williams says. "When we first arrived, there was no activity in the city. People were staying out of sight. After we were there awhile, the kids were back out playing on the streets again." ♦



PHOTO COURTESY OF THE U.S. ARMY

Dr. John Williams, VS, in Bosnia on duty in the U.S. Army Reserves.

(CENTER continued from Page 12)

team management approach, Espeseth replied, "It is important to have a system of checks and balances in the program. For example, CVB-LPD recommends the issuance of product and establishment licenses, but the authority for issuance is retained by the directors. This ensures program-wide input and concurrence on such actions." The weekly

meetings of the Directorate provide a convenient forum for discussing issues of program-wide importance.

As with any major change, the consolidation into the CVB has been met with some trepidation and anxiety. However, many see its potential for making the Veterinary Biologics program stronger than ever. Don Randall, echoing the hope of many, says, "I can

remember how dynamic and exciting it was with all of us working together in the Biologics Division back in the 60's. I'd love to see that old cooperative spirit again—working together to solve problems and charting our course into the 21st century." ♦

Human Resources Information

In future issues, look to this section for information from the Human Resources Division (HRD) on retirement, benefits, employment procedures, payroll actions, and other items related to human resources.

Nonappropriated Fund Service May Be Good Toward Retirement

By Debra Busch, MRPHR, HRO

New rules allow certain employees covered by the Federal Employees Retirement System (FERS) to receive retirement credit for prior civilian service with a Nonappropriated Fund Instrumentality (NAF/NAFI). NAFI includes the Army and Air Force Exchange Service, Army and Air Force Motion Picture Service, Navy Ship's Stores Ashore, Navy exchanges, Marine Corp exchanges, Coast Guard exchanges, and other instrumentalities under the jurisdiction of the Armed Forces conducted for the comfort of the personnel of the Armed Forces. Civilian employees of these organizations are not paid from funds appropriated by Congress and, for most purposes, are not considered Federal employees.

Public Law 104-106 allows certain FERS employees to combine their FERS and NAFI service under one retirement system, if they meet all of the following conditions:

- Do you have prior service with a NAFI in the U.S. Department of Defense or the Department of Transportation's U.S. Coast Guard?
- Are you currently covered by FERS?
- Were you automatically covered by FERS (rather than electing FERS from a CSRS-covered position)?
- Was the break between NAFI and FERS-covered employment (or employment followed by automatic conversion to FERS) 1 year or less?

If you think that you can answer "yes" to all of the above questions, and you are currently an APHIS, AMS, or GIPSA employee, please contact Debra Busch, Personnel Staffing Specialist, at (612) 370-2206, or FAX (612) 370-2082 or via GroupWise as soon as possible. Please provide your name, social security number, the name of the NAFI, and the approximate dates of NAFI service. We will review your records to determine if you meet the above conditions, and if so, verify some additional conditions under the Public Law, including being vested in the NAFI retirement plan, and advise you further.

The election opportunity to combine NAFI and FERS service expires August 10, 1997. Therefore, if you meet the above conditions, it is important that you act now.

Negative Leave Balances May Affect Final Paycheck

By Sharon Saltsman and Marva Overton, MRPHR, HRO

When an employee separates from Federal service, any annual or sick leave that has been advanced to the employee is considered an indebtedness to the U.S. Government. Every opportunity is taken to collect on debts at the time of separation.

When a timekeeper transmits a time and attendance (T&A) report marked "final," the National Finance Center will refer it to their Indebtedness Unit. As a result, the employee's final paycheck will be offset by the amount of indebtedness. Also, if a lump-sum payment for unused annual leave is due to the employee, it will first be applied to the indebtedness before being paid to the employee. Field/regional offices should advise any separating employee that he/she will not receive a final paycheck or lump-sum annual-leave payment until indebtedness has been repaid.

To expedite the process, timekeepers should verify separating employees' leave balances and notify the Human Resources Operations (HRO) Leave and Compensation Team (LCT) if negative leave balances are a factor. Timekeepers will be asked to submit the following

documents to the appropriate pay and leave associate: the final T&A, a leave audit form (AD-717), and a lump-sum payment form (AD-581), if applicable.

Please contact the HRO/LCT if you have any questions on information in this article.

Only a Little Time Left to Elect or Change TSP Contributions

By Lynn Barba, M&B, HRD

Plan for your future! TSP Open Season is May 15, 1997, through July 31, 1997. Eligible employees may elect to begin contributions, change the amount of their TSP contributions, or reallocate their contributions among the three investment funds.

If you are a Federal Employees Retirement System (FERS) employee, we strongly urge you to participate in this major part of your retirement plan. New FERS employees must wait until their second TSP Open Season to enroll. You may contribute up to 10 percent of basic pay, up to the limit for 1997 of \$9,500. There is an agency match, dollar-for-dollar, on the first 3 percent, and 50 cents on each dollar for the next 2 percent of basic pay that you contribute. Your agency automatically contributes 1 percent of your basic pay amount, whether or not you contribute.

If you are a Civil Service Retirement System (CSRS) employee, we encourage you to supplement your retirement by contributing up to 5 percent of basic pay (up to the 1997 limit of \$9,500). There are no Agency matching contributions.

You may choose among three investment funds: G Fund (government securities); C Fund (common stock index); and the F Fund (fixed income index). TSP fund returns are calculated monthly. You can get the most recent returns by visiting the benefits section of the MRPHR home page at: www.aphis.usda.gov/mb/mrpshr and downlinking to the TSP area, or by calling the ThriftLine at (504) 255-8777.

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APHIS Alumni Organization

We Have a Home!

Not only does the APHIS Alumni Organization (AAO) now have a space in Riverdale to call their own, they even have the communications benefits of voice mail and e-mail. See the new information that follows.

The office in Riverdale is staffed only part-time, and more help is needed. Contact the AAO at the number listed if you are interested in helping.

Building the AAO

One of the purposes of the AAO is to provide a pool of resources with experience and knowledge of the Agency, especially in an emergency or other urgent situations. This pool will be built from AAO members.

If you are not an official member and want to be, send in the application below with a check for \$5.00 for annual dues. The dues cover cost of mailings to members and supplies, such as the membership cards, that are not covered by the Agency. Keep up with what's happening in APHIS and with

(HR INFO continued from Page 14)

Elections submitted during the open season will be effective the first pay period of July, after they are received. Elections submitted through pay period (PP) 13 will become effective PP 14; those submitted within PP 14 will become effective PP15, and those submitted within PP 15 will be effective PP 16.

Since the TSP Open Season is over 2 months long, only enrollments received by the end of Open Season will be accepted. You may submit your TSP-1, with an original signature, to your Servicing Personnel Office by close of business on the last day of Open Season, July 31.

For more information, please refer to the TSP Update pamphlet that you received with your leave and earnings statement, or contact your Servicing Personnel Office for copies of the *Summary of the Thrift Savings Plan for Federal Employees*, *Guide to TSP Investments*, or the "TSP Election Form." ♦

former colleagues, and think about offering your knowledge and skills when they could be most needed.

Start Networking

One way to build this pool of resources is to create local chapters. If you or someone you know may be interested in helping organize a chapter in your State, let AAO know. This is key to creating the network. Some larger States may have more than one chapter due to membership or geographic size.

September Meeting

What's an organization without meetings? The next AAO meeting will be September 3, 1997, at the Riverdale complex. Interested people who are not in the area may participate by phone. Call the AAO office for more details.

Officers

Feel free to contact the main office, or AAO officers, if you have questions about membership, activities, or organization roles you can play in building AAO and contributing to the mission of your USDA alma mater.

Dr. Harry Mussman, President
(703) 820-8454

Dr. Frank Mulhern, Vice President
(714) 586-4490

Rosemary Stanko, Treasurer
(301) 948-8094

John Kennedy, Executive Secretary
(301) 490-1600

D. Scot Campbell, At Large
(301) 776-8324

Mission

The mission of AAO is to foster and maintain traditional high levels of service to Agriculture and the public through a cadre of resources serving in an advisory capacity to the Agency.

AAO

4700 River Road
Room 3D79
Riverdale, MD 20737
(301) 734-6504

e-mail: alumni@aphis.usda.gov
<http://www.aphis.usda.gov/ao/alumni/alumni.html>

As of June, the office is staffed from 10:00 a.m. to 3:00 p.m. on Thursdays. Please leave a message if no one is available to take your call. ♦

APHIS Alumni Organization—New Member Application

Full name (Mr./Mrs./Ms./Dr.) _____

Street address _____

City _____ State _____ Zip _____

Date of birth _____ Actual/expected retirement date _____

Phone/phones _____

E-mail address _____

Dates of service with APHIS _____

Last duty station and position held with APHIS _____

Spouse's name _____ Spouse's date of birth (optional) _____

Please mail application with \$5.00 annual dues (payable to AAO) to address below. (Check or money order only.)

Signature _____

Date _____

APHIS Alumni Organization
Attn: Rosemary Stanko, Treasurer
Room 3D79
4700 River Road
Riverdale, MD 20737

(AAO 11-96)

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